

Introduced by: Councilmember Austin-Lane

1st Reading: 2/10/03

2nd Reading: 2/24/03

ORDINANCE NO. 2003-3

An Ordinance Providing for Salary Increases for the Mayor and Councilmembers to Take Effect for Members of the Next Succeeding Council, Adopting the Report of the Council Compensation Committee, and Revising Chapter 2, Article 1, of the *Takoma Park Code* to Set Forth the Salaries of the Mayor and Councilmembers and to Include Provisions for Periodic Review of Council Compensation

WHEREAS, the Municipal Charter of the City of Takoma Park provides that the Mayor and each Councilmember may receive an annual salary as set from time to time by an ordinance passed by the Council in regular course of business, provided, however, that no change may be made in the salary of the Mayor and each Councilmember during the term for which they are elected; AND

WHEREAS, the Municipal Charter further provides that any change in the salary paid to the Mayor and each Councilmember, either by way of increase or decrease, shall be adopted prior to the next municipal election and shall take effect only as to the next succeeding Mayor and Councilmembers; AND

WHEREAS, the Mayor currently receives an annual salary of Five Thousand Dollars (\$5,000.00), payable bi-weekly; AND

WHEREAS, each Councilmember currently receives an annual salary of Three Thousand Eight Hundred Dollars (\$3,800.00), payable bi-weekly; AND

WHEREAS, The salaries of the Mayor and Councilmembers were last increased in 1991; AND

WHEREAS, by Resolution No. 2002-13, the Council established a citizens' review committee to examine the issue of Council compensation; AND

WHEREAS, the Council Compensation Committee prepared a report on their findings and recommendations, and presented it to the City Council in December 2, 2002; AND

WHEREAS, the Committee developed the following set of Principles of Compensation to guide the formulation of its recommendations:

1. The positions of Mayor and Councilmember are part-time and should be treated that way.
2. Full monetary compensation for the Mayor and Councilmembers is not appropriate.

3. It is appropriate to monetarily compensate the Mayor and Councilmembers to some extent for their work.
4. Monetary compensation creates an obligation for the Mayor and Councilmembers to perform their jobs.
5. Monetary compensation provides status to the Mayor and Councilmembers.
6. The Mayor's salary should be greater than that of Councilmembers.
7. Compensation for the Mayor and Councilmembers should be comparable to Maryland municipalities of similar size and complexity; AND

WHEREAS, The Committee made the following recommendations in its report:

Recommendation 1. The annual salary for Councilmembers should be set at \$6,000 and the annual salary for the Mayor should be set at \$8,000. The Committee found the current salaries of the Mayor and the Councilmembers to be too low for the nature of the work performed and in comparison to other similar Maryland municipalities.

Recommendation 2. The salaries for the Mayor and Councilmembers should be reviewed, and revised appropriately, every four years. The review process should include the appointment of a citizens committee representing the diversity of the City's population and should be based on the Principles of Compensation articulated in the Report on Council Compensation.

Recommendation 3. The salary of the Mayor should be approximately 4/3 that of the Councilmembers. The Committee found that the duties and responsibilities of the Mayor differ from those of Councilmembers significantly enough to warrant a significant differential in compensation.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND:

SECTION ~~1~~ ONE. The Council adopts the Report of the Council Compensation Committee presented to the City Council on December 2, 2002.

~~SECTION 2 The Mayor shall receive an annual salary of Eight Thousand Dollars (\$8,000), payable bi-weekly.~~

~~SECTION 3 Each Councilmember shall receive an annual salary of Six Thousand Dollars (\$6,000), payable bi-weekly.~~

~~SECTION 4 The increased salaries of the Mayor and Councilmembers shall take effect as to the Mayor and Councilmembers seated following the November 2003 City Election.~~

~~SECTION 5 The salaries of the Mayor and Councilmembers shall be reviewed every four years.~~

~~SECTION 6 The review process shall include the appointment of a citizens committee representing the diversity of the City's population and should be based on the Principles of Compensation articulated in this Report on Council Compensation.~~

SECTION TWO. Chapter 2. Administration, Article 1. Meetings and Procedures of the Council, of the *Takoma Park Code* is amended to add the following sections:

Sec. 2-9. Salary of Mayor and Councilmembers.

(a) The Mayor shall receive an annual salary of Eight Thousand Dollars, payable bi-weekly.

(b) Each Councilmember shall receive an annual salary of Six Thousand Dollars, payable bi-weekly.

(c) The salaries of the Mayor and Councilmembers, as set forth in this section, shall become effective for the members of the Council who take office following the November 2003 City election.

Sec. 2-10. Periodic Review of Council Compensation.

(a) *Council Compensation Committee.* The Council shall appoint a committee of City residents, every four years beginning with calendar year 2007, to serve as the Council Compensation Committee. The Committee shall review the salaries of the Mayor and Councilmembers and make recommendations to the Council whether or not such salaries should be changed.

(b) *Principles of Compensation.* The Council Compensation Committee shall apply the following principles to guide its recommendations:

- (1) The positions of Mayor and Councilmember are part-time and should be treated that way;
- (2) Full monetary compensation for the Mayor and Councilmembers is not appropriate;
- (3) It is appropriate to monetarily compensate the Mayor and Councilmembers to some extent for their work;
- (4) Monetary compensation creates an obligation for the Mayor and Councilmembers to perform their jobs;
- (5) Monetary compensation provides status to the Mayor and Councilmembers;
- (6) The Mayor's salary should be greater than that of Councilmembers; and

(7) Compensation for the Mayor and Councilmembers should be comparable to Maryland municipalities of similar size and complexity.

(c) *Effective Date of Council Salary Adjustment.* Any change in the salary paid to the Mayor and Councilmembers shall be adopted prior to the next municipal election and shall take effect only as to the next succeeding Mayor and Councilmembers as prescribed in Sections 302(c) and 304(c) of the Municipal Charter.

ADOPTED this 24th day of February, 2003, by roll call vote as follows:

Aye: Porter, Austin-Lane, Dawes, Elrich, Maack, Stewart, Williams

Nay: None

Abstained: None

Absent: None

EDITORIAL NOTE: Additions since first reading are underlined. Deletions since first reading are ~~stricken~~.